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Page 2 BILLY BUSH: Is Bryan Freedman here? 1 as this New York Times thing, you know, comes out 2 Do we have the great Bryan Freedman? Okay. This 2 that Blake and the New York Times put out on 3 is great. Okay. The man who is running point 3 December 20th. Liz Plank a couple days later 4 for Justin Baldoni is his lawyer, Bryan Freedman, 4 drops Baldoni. I'm stepping away from the 5 who has represented a lot of people. I mean, one 5 podcast given the light of what we've learned 6 Google search will overwhelm you. But Bryan is 6 here. 7 with us right now. 7 Brandon Sklenar, who is the other male 8 Hey, Bryan. How are you, my friend? 8 lead I guess in It Ends With Us, he supports 9 Blake in the beginning. He unfollows Baldoni. BRYAN FREEDMAN: I'm great, Billy. 10 Good to see you. 10 Just this morning he seems to have moved to 11 neutral. He is now -- they're asking him are you 11 BILLY BUSH: Good to see you. Busiest 12 man in the business there. So I'm sure you saw 12 Team Baldoni or are you Team Lively. He says I'm 13 team the movie. I have a friend who went through 13 that, you know, that Blake and Ryan were at SNL's 14 50th last night. Justin, if I'm not mistaken, is 14 this. He has completely now backed away. 15 15 on vacation right now with his kids in Hawaii. 16 Is he still there? Do you speak to him? 16 are circulating around social media, alleged BRYAN FREEDMAN: I do speak to him. I 18 speak to him often. I wouldn't call it vacation. 19 I don't think anybody who has been accused of 20 heinous, you know, arguably what are crimes is on 21 vacation. I think that he is trying to gather 21 one -- you know, just not good. But they're 22 with his family and get some assemblance of 23 peace. 24 BILLY BUSH: How's he -- how's he 25 doing? What's his state of mind while all this

Page 3

- 1 is going on? I notice a couple of pictures he's
- 2 trying to play with his kids as the paparazzi
- 3 catch him. I've been in that situation before
- 4 where just things -- you're trying to be a good
- 5 family man and play with your kids while, like,
- 6 terrible stuff is happening out there. I think
- 7 everybody goes in the barrel.
- But how is his mental health? Is he
- 9 all right, this guy? BRYAN FREEDMAN: I think he's hopeful
- 11 and I think he's grateful. He's grateful that
- 12 he's with his family. He's grateful that he
- 13 could be with his family and grateful that he
- 14 could let other fire victims use his house so it
- 15 could come of some use. But like anyone else who
- 16 would be going through a situation where you're
- 17 accused of something that you did not do and are
- 18 suffering in a public way, I think it's -- you
- 19 know, it's distressful to say the least.
- 20 BILLY BUSH: Bryan, what's interesting
- 21 to me now is a lot of these people who turned
- 22 their back on Justin Baldoni right off the bat --
- 23 like he did a podcast like the Man Enough
- 24 Podcast, and he did it with this woman, Liz
- 25 Plank, is his partner in the podcast -- as soon

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And there are these HR complaints that

17 complaints, that say there are two other women on

18 the cast who also had situations with Justin that

19 were no good. One saying he grabbed my butt

20 while he was helping me in a scene, and the other

- 22 heavily redacted. And what I understand is that
- 23 these were circulated to major news organizations
- 24 and they did not go with it. They decided not to
- 25 run it for fear of defamation I am sure, for fear

1 of you in defamation. So they didn't run it.

- 2 But some of these TikTokers have done it. It's
- 3 out there. Do you have any information as to how
- 4 this got out there and is this slander? Is this
- 5 something you're looking into?
- BRYAN FREEDMAN: I think we're looking
- 7 into everything. It's interesting, let me ask
- 8 you, what are the dates of these HR complaints?
- 9 Do you know the dates?
- 10 BILLY BUSH: There's no dates. The
- 11 dates are redacted; the names of the complainants
- 12 are redacted. Except for on one of them there is
- 13 an M. And in Blake's original when she went to
- 14 Sony -- and by the way, they're not to Wayfarer
- 15 Studios, Justin's company, they are to Sony, the
- 16 distributor, to their HR department. And there's
- 17 an M in there, which means at least one of the
- 18 other ones came around the same time if it's May,
- 19 unless it was March. But probably May, same time
- 20 as Blake.
- 21 BRYAN FREEDMAN: Right. Well, it
- 22 sounds like we're playing Wheel of Fortune with
- 23 the letters. I might buy a vowel to try to find
- 24 out what month that is.
- I would like to -- you know, I'm not

2 (Pages 2 - 5)

Page 6 1 really sure why the dates are redacted. That's 1 dealing with unless there's some good reason to 2 interesting. I understand why people could be 2 not have it narrowly tailored. 3 redacted I believe in certain privacy rights 4 certainly, but I'm not really clear on why dates 5 would be redacted. So it will be interesting to 6 see what the dates are. And as far as Sony is concerned, I 8 believe there was a Variety article that I read 9 that's published that's out there that says Sony 10 received no complaints. And that's my --11 BILLY BUSH: Yes. Sony has said they 12 received no complaints. So Sony is going to have 12 13 to -- it seems to me that if Blake wants this to 14 stick or, you know, the other two -- no one else 15 is coming forward saying that they also were 16 harassed or experienced anything untoward with 16 17 their director, Justin Baldoni. But Blake's 17 18 going to have to get Sony to come forward, and I 19 don't think they have. And if they haven't, I 20 don't see them coming forward until it's time. 20 Would you -- I guess we'll eventually 22 know, right? Someone from Sony will have to say 23 something. 24 BRYAN FREEDMAN: Right. I'm unaware of

4 Wasn't the latest move last night? BILLY BUSH: Oh, Saturday Night Live. BRYAN FREEDMAN: Yeah. That seemed 7 like that might be the latest move. BILLY BUSH: What did you think when you saw, you know, Ryan, you know, make light of 10 the situation, I guess try to find some humor in 11 all this? BRYAN FREEDMAN: I -- you know, I am 13 unaware of anybody, frankly, whose wife has been 14 sexually harassed and has made jokes about that 15 type of situation. BILLY BUSH: Yeah. BRYAN FREEDMAN: Yeah, I can't think of 18 anyone who has done anything like that. And so 19 it -- it surprised me. BILLY BUSH: And it leads us to this 21 moment now where Blake's legal team has gone --22 they have an amended complaint, right? The judge 23 -- they went to the judge and said we need to 24 amend our complaint. We want some time. I think 25 the judge said you're not taking a ton of time.

Again, you mentioned the latest move.

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Page 7 1 have been filed. And I think if you look through 2 the website and you look through the documents, 3 you can see clearly from certain documents that 4 there were no HR complaints filed. BILLY BUSH: Right. And that is true, 6 there were not. So Blake's team, their latest move just 8 before the weekend, they subpoena -- they are 9 trying to subpoena two-and-a-half years of phone 10 records. Okay. And that means every 11 communication. Not just with all the parties, 12 but basically two-and-a-half years of Justin 13 Baldoni texting, calling anyone. I mean, God 14 forbid someone looks through my phone for two-15 and-a-half years. I get cancelled again, big 16 guy. No one -- we're pretty sure we're going to 17 cancel people for thoughts that they're having. But they want -- if you represented 19 Blake, would you, could you do that? Would a 20 judge ever under any circumstances allow two-and-21 a-half years of your every communication with 22 every person alive to be made public? BRYAN FREEDMAN: I think that the law 24 requires that things be narrowly tailored so that 25 they're related to at least the case you're

25 any other -- of any, frankly, HR complaints that

Page 9 1 You can have until Monday. Well, that's today. 2 Maybe it's tomorrow because, you know, it's 3 President's Day. But apparently their team is 4 coming with an amended complaint. What does that 5 mean? I assume they're still going to have the 6 allegations of harassment and they're not going 7 to downplay it more than that. Do you have any 8 idea what's coming your way in that? BRYAN FREEDMAN: Not really. I mean, 10 amended complaints happen all the time. People 11 change their complaints all the time. Rarely do 12 you see though people change the complaint to 13 such a degree that you change your story 14 completely. So my assumption would be the story 15 will be similar and there may be things that are 16 additive to it. But it feels like things that we 17 saw last night, things that -- you know, asking 18 for a broad range of discovery. 19 Look, when you ask for every document 20 for two-and-a-half years, you know, you as a 21 lawyer should know that that's inappropriate. 22 You know, a lot of people could think that 23 they're waiting for a response and that our 24 response would be to object to that and they 25 would then make a statement and the media saying

3 (Pages 6 - 9)

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1 oh, look, they don't want the truth, Mr. 2 Baldoni's team does not want the truth to come

- 3 out. We actually want all evidence to come out
- 4 that's -- you know, that's proper and appropriate
- 5 evidence. But it feels like that was
- 6 gamesmanship and not really appropriate in terms 7 of what's proper discovery.
- BILLY BUSH: Talking to Justin 9 Baldoni's lawyer, Bryan Freedman here.
- Bryan, when you take on a client, like 11 this is -- you probably know this is going to be
- 12 another big, high-profile situation and you've
- 13 been in several of them before. But this is
- 14 probably the biggest one as far as news cycle and
- 15 certainly news interest. How extensively do you
- 16 vet your client? How long do you and Justin talk
- 17 about this so you feel comfortable in
- 18 representing him? Because you're as bullish on
- 19 this guy as there is.
- 21 document, every email, every text message,
- 22 listened to stories, listened to the history of
- 23 what he's been through, listened to voice notes.
- 24 And really try to evaluate the strength of the
- 25 defense of the case. And frankly in this case

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- 1 the strength of his claims. And like a lawyer is 2 obligated to do, really want to make sure that I
- 3 go through as much as possible to really
- 4 understand what exactly happened or at least what
- 5 it seems like happened.
- And I did that, you know, thoroughly in 7 this case and really got an understanding as to
- 8 what happened and what didn't happen. And
- 9 certainly more evidence will come to light and
- 10 more information will come to light. And I think
- 11 people will see it in a similar fashion. But
- 12 it's an honor to represent Justin. And I say
- 13 that because of the person he is, what he's been
- 14 through.
- 15 And, you know, like you, Billy, you
- 16 went through something that was so not
- 17 appropriate. NBC treated you in such a poor way.
- 18 And, frankly, you're about -- you know, I don't
- 19 know what the ultimate resolution was. But the
- 20 resolution should have ended up with a lot of
- 21 people at NBC being fired and you getting a large
- 22 check and them apologizing at a minimum. And
- 23 that wasn't right. You weren't treated fairly.
- 24 And honestly, Justin has not been treated fairly.
- 25 BILLY BUSH: Oh, boy. And no

- 1 disrespect to my lawyer, who has passed on. A
- 2 wonderful man, lovely guy. But, boy, I was
- 3 ground zero. I sure wish you were around. I've
- 4 spoken to you before about this situation, and
- 5 I've been -- oh.

6 But anyway, the PTSD kind of just comes 7 up a little bit. But you know.

BRYAN FREEDMAN: And here's the great 8

9 thing about you. All right? Is that you bounce

- 10 back and you're terrific at what you do. You're
- 11 a great guy. I don't know if people know.
- 12 You're a fantastic pickleball player.
- 13 BILLY BUSH: Very good.

14 BRYAN FREEDMAN: And you take it very

15 seriously. But, you know, who you are as a

16 person shine through. And at the end of the day

17 you're going to be successful in whatever you do.

18 BILLY BUSH: So, Bryan, thank you,

- 19 buddy. You're sitting there -- so basically this
- BRYAN FREEDMAN: I looked through every 20 170-some page document that you put out of all
 - 21 these communications with Justin and Blake and
 - 22 Ryan and Jamie Heath, Justin's producing partner,
 - 23 and the publicist and all these people, you
 - 24 basically started building that document the
 - 25 moment you met Justin. And then did you get to a

Page 13

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- 1 point where you were like, I'm just going to make
- 2 this public? This is all a chain here that, you
- 3 know, people can read for themselves.

BRYAN FREEDMAN: You know, if I can

- 5 look at it and I can look through it and I can
- 6 see truth and the client's telling the truth and
- 7 I'm hearing truth from others, you know, what are
- 8 we afraid of? What are we afraid of? Put it out
- 9 there. Put the receipts out there. You have
- 10 them.

11 You know, and look, it's not just me.

- 12 You've seen social media. You've seen some
- 13 mainstream media. Certainly not the New York
- 14 Times. But you've seen social media and these
- 15 TikTokers and people on YouTube. They're
- 16 amazing. They're brilliant. They're --

BILLY BUSH: Candace Owens has been on 17

- 18 this like you wouldn't believe. She is a
- 19 tigress. And @stephwithdadeets on TikTok. I
- 20 mean, there are so many people that are
- 21 fascinated here.
- 22 But they're justice warriors, you know
- 23 what I mean? They see an injustice. And now I
- 24 think metadata and all this stuff, you can track
- 25 so much of this stuff. I mean, people are doing

4 (Pages 10 - 13)

1 -- you know, you've got free paralegals out 2 there, man.

BRYAN FREEDMAN: And they -- you know,
4 arguably we could live in a justice system one
5 day where those types of people that have that
6 type of information that are willing to do that
7 type of diligence should actually be the jury one
8 day.

And as you know, they are the jury for 10 years. Because people are cancelled, people have 11 projects taken away from them, people are 12 ridiculed, people are shunned. You know, right 13 away, right when the allegation happens. There's 14 no -- and these people actually give someone a 15 chance to dig through things and let the public 16 say -- you know, say to the public hold on, this 17 doesn't seem like -- this doesn't seem to be 18 true.

18 true.
19 There are things that show up that are
20 different than what is being said. And thank God
21 and thank the universe for those people out
22 there. Because it's just one person helping
23 another. And we're all trying to get to the
24 truth.
25 BILLY BUSH: So there was mediation.

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1 Armie Hammer. Just like everything on the slate 2 gone. So, geez, out he goes. That's really too 3 bad for Justin.

5 what -- what do you do? Does he want the money?
6 Does he want a full-blown apology by Blake? Does
7 he want her to fall on the sword and say I made

So what happens with him now? I mean,

8 this up? What do you need to hear? What does he 9 need to hear?

BRYAN FREEDMAN: I think he wants a l1 determination. I know he wants a determination 12 that he did not engage in the behavior that is

13 alleged and that he did not engage in sexual14 harassment or create a smear campaign or anything

15 like that. And there have been some serious 16 allegations leveled against him that he is not

17 making jokes about, that he is not creating --

18 you know, creating, you know, movies and other

19 things where he makes a joke about his situation.

20 But he wants his justice. He wants a chance to 21 be able to prove that he is a good person. And

22 he is a good person.

BILLY BUSH: Yeah. I mean, this poor 24 guy. I mean, he has been under major, major -- I 25 keep bringing up the example of Lance Armstrong.

Page 15

1 There was going to be -- there was an idea of

2 mediation. And both sides, your side and

3 Blake's, shot it down. No one -- were you open

4 to mediating this and the other side said no?

5 Because I don't understand why this -- this could

6 -- this could and should end, but it has to be

7 them, right?

BRYAN FREEDMAN: Well, I'll comment on

9 what I can. It was in what was filed with the

10 court before the Rule 26 hearing the question was

11 asked about whether we would be willing to go to

12 mediation and whether we were open to that. Our

13 answer to that was no. We're not willing to do

14 anything until Justin is cleared of being called

15 a predator, of being called a sexual harasser.

16 Until that is determined to have not happened, we 17 will be doing this.

18 BILLY BUSH: What is most important to

19 Justin, the \$400 million or some kind of

20 financial settlement to make up for maybe lost --

21 has he lost work? Has he lost -- you know, have

22 people backed away from him for a future project?

BRYAN FREEDMAN: A substantial amount 24 of work.

25 BILLY BUSH: Really? Reminds me of

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Page 16

1 When he was wrong, he was definitely caught

2 doping, he started tearing down the world around

3 him. He started to say, well, that guy did this

4 and that guy's a liar and this one, this. And he

5 started burning scorched earth all around him

6 because he was so far in. He was past the point

7 of return. He couldn't come back. Do you think

8 that that's what's happening here, that that's

9 why you called this attempt to subpoena two-and-

10 a-half years of every phone call Justin Baldoni

11 has ever made? You know, a massive fishing

12 expedition, is that -- is that what's happening

13 here?

14 BRYAN FREEDMAN: I actually don't know

15 what's happening there. I don't know if it's

16 that or anything else. But I can tell you this.

17 Jsutin is not disparaging anyone or going after

18 anyone's character or doing anything that is

19 otherwise untoward. And he's given very clear

20 instructions to me and the legal team to really,

21 you know, be aboveboard and to really treat

22 people with respect. And that's what we're

23 trying to do within the search to show the court

24 and the truth and the truth of what happened.

25 And, you know, documents don't lie; people do.

5 (Pages 14 - 17)

Page 18 Page 20 1 BILLY BUSH: I mean, it would just be 1 said then Baldoni and his producer are really, 2 amazing that a guy like Justin Baldoni, who does 2 really bad guys. Have you had -- have you spoken 3 a podcast with a woman named Liz Plank about 3 to Ari and what do you -- do you think his 4 being a better man, about what -- he's like -- he 4 motives are anything more than financial? 5 Because Ryan is an extremely huge client. 5 calls himself a feminist. He wears the t-shirt. 6 I mean, if this guy was a sexual harasser, it 6 BRYAN FREEDMAN: A lot of people 7 would be like, you know, the Catholic Church 7 thought Martin Luther King was a bad person and 8 outrageous. I wouldn't want to be on the wrong 8 scandal that happened. It would be monumentally 9 mind-blowing, you know, of a takedown. It's just side of history here. 10 -- it's almost like did she not even do research 10 BILLY BUSH: We've got Baldoni now as 11 into who the guy is? I mean, it would be a huge 11 Martin Luther King. Baldoni. Oh my gosh. 12 fraud. BRYAN FREEDMAN: I just say that 12 13 But you know him well, right? I mean, 13 because, you know, you never want to prejudge a 14 you know this man. You know his family, you know 14 situation. 15 his wife. You like him. 15 BILLY BUSH: Right. BRYAN FREEDMAN: You want to really BRYAN FREEDMAN: You know, one of the 16 17 great things about my job is that I get to be 17 look at the facts and look at the evidence and 18 with people and see them in the deepest, darkest 18 understand what it is that's going on and really 19 moments of their life. 19 take your time with it. I think it's important 20 BILLY BUSH: Yeah. 20 for that. 21 BRYAN FREEDMAN: And in situations 21 And, you know, Ari Emanuel has a 22 client. Two clients in this case. Used to have 22 where, you know, they have never been before. 23 And I have the opportunity to work with them and 23 three. 24 to try to find the gift. Because although this 24 BILLY BUSH: Yeah. 25 is what no one would wish for, maybe there's 25 BRYAN FREEDMAN: But has clients. He Page 19 Page 21 1 something that's a real gift here. And maybe 1 represents his clients. What would one expect 2 what this will turn out and the gift that will 2 him to say? 3 happen is that people will stand up to those that BILLY BUSH: Has anyone picked up 4 have more power and they will say I'm not just 4 Justin Baldoni, any agency? CAA or UTA or some 5 going to back down and go away. And they will 5 of the competing agencies? Have they picked up 6 stand up and say no matter what it takes, going 6 Baldoni? 7 to prove that I am correct and this person has --7 BRYAN FREEDMAN: I don't think he's in 8 is not correct and what's being leveled against 8 a position right now where he's taking meetings 9 or doing anything like that. I don't think he's 9 me is not true. 10 BILLY BUSH: Yeah. 10 in a position at the moment to do that. But BRYAN FREEDMAN: And maybe that's what 11 there are -- you know, look, he's an extremely 12 he will be remembered for one day. But, you 12 talented person. You know, I believe that this 13 know, again, he is such a good person and become 13 will go wonderfully in his favor. And I do 14 believe he'll be working again one day. 14 such a friend and someone I have such great

15

BRYAN FREEDMAN: Well, let's remember.You know, Justin is not the only one here that's

22 been harmed. There's been accusations leveled at

16 and a full-blown apology to Justin, you'll accept

17 it maybe and end this as quickly as possible. I

18 think the quicker it ends probably the better if

23 Jen Abel, at Melissa Nathan.

19 the terms are met.

24 BILLY BUSH: These are the publicists 25 that represent Baldoni. Right. Yeah.

BILLY BUSH: so if they come with money

15 compassion for and empathy for. But there's

17 about it. But the truth is Justin is a really,

18 really honorable human being.

19

16 another reason for this, and we may never know

BILLY BUSH: Well, some of you

23 Hollywood. And he came out and said, you know,

20 mentioned people with power. You know, Ari

21 Emanuel is a big -- is a big, powerful -- he's as

22 powerful as it gets in the world of agents in

24 if these allegations are true, you know, then

25 Baldoni -- he would be smart to say if -- but he

Page 22 Page 24 1 BRYAN FREEDMAN: Right. There have 1 day. But my son said, you know, everyone's been 2 been other lives that have been, you know, really 2 affected by this fire in Los Angeles in one way 3 destroyed. I mean, people were served process 3 or the other, whether you're, you know, a pool 4 the day of the L.A. fires. Just, you know, 4 man or you're a pool person, you're a gardener, 5 people have gone through a lot. You know, this 5 you're working for someone, you're a bellman at a 6 Jed Wallace has been -- has sued early on in 6 hotel that's now more crowded than it was before. 7 this. You know, there are other people. 7 Somehow, you're affected. 8 Wayfarer Studios and Jamie Heath, allegations 8 BILLY BUSH: Yeah. 9 were alleged against Jamie Heath that were --9 BRYAN FREEDMAN: And he taught me that 10 that are horrible and completely untrue. 10 if you think about what the other person is going 11 BILLY BUSH: That's Justin's producing 11 through, sometimes what you're going through 12 partner, Justin's partner at Wayfarer who was 12 becomes a little bit easier. And I want to take 13 producing the film with him. And Jed Wallace you 13 his advice. 14 you mentioned, the crisis PR guy that they had to BILLY BUSH: I think that's right. 14 15 hire when things started to slide. So he's got 15 It's also a good way to handle anxiety. If you 16 his own lawsuit against Blake and she's got one 16 have anxiety in life, think about what other --17 against him. I mean, this is unbelievable. I 17 just focus on someone else and it goes away. 18 don't know how this thing ends. But I think 18 Bryan Freedman representing Justin 19 you're probably prepared to go all the way for 13 19 Baldoni. Ever-constant touch, man. Thank you. 20 more months until the court date. 20 thank you very much. Appreciate it. 21 And why is it March of '26? Why can't 21 BRYAN FREEDMAN: Thank you. Thank you. 22 we get this on a little quicker? 22 I appreciate it. Thanks. BRYAN FREEDMAN: March of '26 is 23 24 actually a really fast date as far as the law is 24 25 concerned. I mean, I have cases -- and look, I'm 25 Page 23 Page 25 1 on both sides of this issue. You know, the 1 CERTIFICATION 2 sexual harassment, domestic violence issues. 2 3 things like that. You know, I represent Twigs 3 I, Sonya Ledanski Hyde, certify that the 4 against Shia LaBeouf. You know, and I'm not just 4 foregoing transcript is a true and accurate 5 on one side of the issue. You know, I'm on the 5 record of the proceedings. 6 side of the issue that's about truth and about 7 transparency and about honesty. Soneya M. deslarski Hyd-And so, you know, unfortunately the 9 court system, you know, whether it's COVID or 10 whether it's anything else that comes in the way, 10 11 fires, this, that or otherwise, court cases and 11 Veritext Legal Solutions 12 courts get backed up and -- and it can be five, 12 330 Old Country Road 13 six years until you get your case heard. 13 Suite 300 14 BILLY BUSH: Yeah. Well, Bryan, I've 14 Mineola, NY 11501 15 kept you for so long. I appreciate it. By the 15 16 way, you said fires happen. You lost your own 16 Date: July 15, 2025 17 home. You've been working and going back and 17 18 forth and you're in hotels when you're around Los 18 19 Angeles because of your own house. I am so sorry 19 20 about that and I hope you've made progress on 20 21 finding a temporary here in town. But what a 21 22 terrible loss for you and your wife. 22 BRYAN FREEDMAN: You know, my son 23 24 24 taught me something, one of my sons taught me 25 something. Actually they both teach me every 25